





Human Capital Strategy

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Bottom Line Up Front

In summary:

- ✓ Beginning in January 2010, the DFAS Human Capital Strategy will be refreshed
- ✓ Human and Organizational Capital Committee's collaborative efforts will:
 - Analyze and eliminate performance gaps
 - Utilize the Human Capital Assessment and Accountability Framework to assess human capital infrastructure
 - Align with DoD Strategic Human Capital Planning initiatives
 - Incorporate workforce development objectives
- ✓ This effort will support the DFAS strategy



Strategic Influences: Integration & Balance

Govt-wide OPM Direction

Objectives and Assessment Tools

DoD

Guidance

DFAS Strategy

Competency & Workforce Management Initiatives

Agency Human Capital Strategic Direction

Identify > Prioritize >





Government-wide Human Capital Strategic Priorities

End-to-End Staffing Reform

Inhancing the Workplace Environmen

Competency Management

Workforce Planning

Leadership Development



OPM Human Capital Assessment & Accountability

Strategic Alignment

Human Capital Planning
 Workforce Planning
 Human Capital Best Practices
 HR as Strategic Partner

Talent Management

- Recruitment
- Retention

Results-Oriented Performance Culture

- Communication
- Performance Management
- Awards
- Pay for Performance
- Diversity Management
- Labor Management Relations

OPM
Standar
ds and
Critical
Success
Factors

Accountability

•Agency-wide System for Ensuring Accountability in Human Capital

Leadership and Knowledge

Leadership Succession
 Management

•Change Management

•Integrity and Inspiring Employee Commitment

Knowledge Management

Continuous Learning



DoD-wide Human Capital Strategic







Competency Management



In-sourcing

Workforce Planning

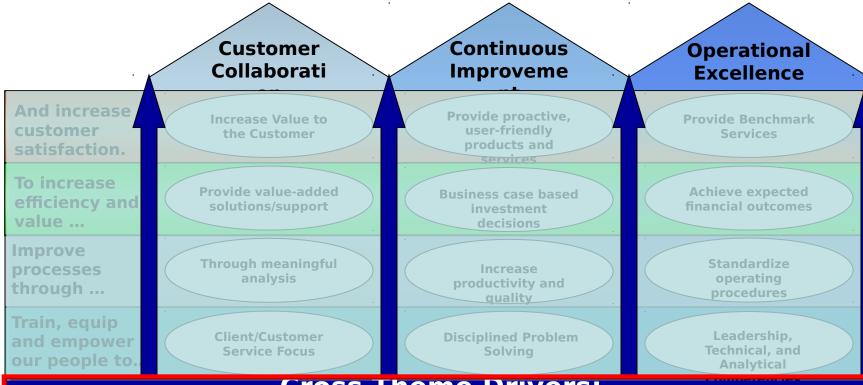


Civilian Expeditionary Workforce



2010 - 2015 DFAS Strategy Map

Cross theme drivers link directly to DFAS HC Strategy



Cross Theme Drivers:

Budget, Change Management, Communications, Leadership, Technology,

Training

Lead using Integrity, Service, and Innovation

Work force Perspectives

Development

Refresh Efforts

Cross-Agency Representation 201

SBM

HR

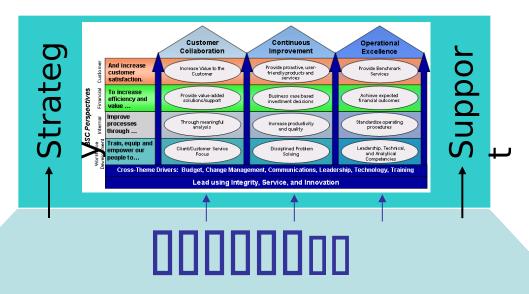
HUMAN AND ORGANIZATIONAL CAPITAL COMMITTEE

EXECUTIVE CHAMPION AUDREY ECKHART

- Align with values, cross theme drivers, and strategic plan
 - Align with DoD Strategic Human Capital Planning initiatives
- Drive development of strategy and measures to meet OPM Human Capital Standards



Refresh Outcome - Foundational Strategy



💵 Buy-in Agency-wide 💵

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Refreshed Human Capital Strategy

Analyze and eliminate performance gaps

Align with DoD
Strategic Human
Capital Planning
initiatives

Capital Assessment and Accountability Incorporate workforce development objectives

Framework



What Can I Do Now?

Sharpen your focus on workforce readiness

Brief Self Assessment

- ✓ I see the link between the agency strategy and the management of human capital
- ✓ Employees have the required proficiencies to be successful
- ✓ I have a plan for those who don't
- ✓ I know what my most critical positions are
- ✓ I know who my most successful people are
- ✓ I am aware of how much I spend on training and I invest those dollars in direct support of my highest priorities
- ✓ I am actively involved in supporting activities resulting from the OAS survey
- ✓ I know how many of my staff are retirement eligible and will be within the next 5 years
- ✓ I have plans to address my succession gaps.
- 1 know how many I'm locing and why

If the answer is 'No', HR & SBM can help

